

Kaiser Permanente Partnership with CalPERS

Pilot Program: Diabetes Risk and Workforce Wellness Update
September 13, 2011

Program Objectives and Structure

Objectives

- Improve the health of Kaiser Permanente members identified as at-risk for diabetes
- Improve overall employee health and health awareness
- Test pilot approaches (County of Solano and CSUN)

Target diabetes risk in combination with a workforce wellness program

1. Kick-off event and promotion

2. Risk identification
3. Diabetic risk outreach
4. Targeted intervention

Target: Diabetes Risk

Motivate *at-risk KP member employees* to take charge of their health

5. Online programs
6. Onsite health promotion classes
7. Healthy eating worksite initiatives
8. Exercise worksite initiatives
9. Communications campaign
10. Incentives for participation

Target: Workforce Wellness

Keep *all employees* healthy

11. Performance measurements

Pilot Agency Demographics and Prevention and Lifestyle Risks

Employees who are KP members in CalPERS pilot agencies are older and more likely to be female than KP regional averages. The majority (64-79%) of KP member employees in these agencies are overweight or obese.

Agency Demographics						
	County of Solano			CSUN		
	2009 Q4	KP Regional Average	KP Comparison	2009 Q4	KP Regional Average	KP comparison
Member Employees	1,631	-	-	1,032	-	-
Average Age	45.2	41.0	4.2 yrs older	49.2	39.9	9.2 yrs older
Gender (% female)	62.4	48.5	13.9% pts higher	54.4	48.6	5.8% pts higher

Agency Health ¹		
	County of Solano 2009 Q4	CSUN 2009 Q4
The % of Adults who are Overweight or Obese:	79.2%	63.9%
The % of Adults with Borderline/High total cholesterol:	38.2%	44.6%
The % of Adults who smoke:	11.7%	7.8%
The % of Adults with a blood pressure >= 140/90:	12.0%	12.5%

¹ Aggregate clinical data from KP Prevention and Lifestyle Risk Report 2009 Q4

Diabetic Risk Lab Results

While the majority of those who completed recommended lab testing had normal results, the outreach effort did identify member employees with elevated results

Engagement Summary	CSUN	COS	All
Lab tests completed:	69%	54%	64%
▪ % normal	74%	58%	70%
▪ % impaired fasting glucose	24%	35%	27%
▪ % diabetic	2%	7%	3%

Workforce Wellness Results

Both agencies promoted online programs with communications and incentives. Classes, biometric screenings and physical activity programs were offered to all employees at each agency.

Engagement and Participation Online*	
KP Health and Wellness Online Support Programs	Participation
Total Health Assessment	11.0%
Healthy Lifestyle Programs (online coaching tools)	15.0%

*Participation reported for employees with KP coverage. These employees were more likely to participate in online programs from Kaiser Permanente. Overall participation for all agency employees was 6.9% for THA and 8.2% for Healthy Lifestyle programs.

Engagement and Participation Onsite		
KP Health and Wellness Onsite Services	Participation	
	# events completed	# of employees who participated
Classes (e.g., Moving More, Healthy Eating)	24	256
Screenings for blood pressure, BMI, and body composition	5	445
Physical Activity Programs (multi week)	2	545 registered

Learnings To Date

- **It is feasible to identify those who are at-risk for diabetes.**
 - Members were motivated to complete lab tests through letter and automated phone outreach
 - Interactive Voice Response phone calls were the outreach modality that generated participation in wellness coaching.
 - Comprehensive worksite wellness programs require high levels of leadership, collaboration, and commitment for successful design, support, and promotion.
- **Next Steps**
 - KP has extended worksite wellness programs at both pilot agencies. Planning is underway for 2011-2012 activities which will include onsite screenings, classes, and physical activity programs.
 - The Division of Research anticipates studying changes in BMI, blood glucose, cholesterol, and blood pressure at 6 and 12 month intervals after the pilot program has ended and will report results to CalPERS and the CDC in mid 2012.